

POLICY

BOARD OF EDUCATION OF ANNE ARUNDEL COUNTY

Related Entries: Policy 800.05
Responsible Office: DIVISION OF HUMAN RESOURCES

NEPOTISM

A. PURPOSE

To provide guidance with regard to the employment, transfer, or promotion of immediate family members of an employee, whether permanent or temporary, a contractor or consultant, or a member of the Board of Education, while maintaining a high level of productivity, and the avoidance of favoritism or a conflict of interest.

B. ISSUE

From time to time a qualified candidate for a position is identified who is also an immediate family member of an employee. To ensure no conflict of interest exists or discrimination in favor of an immediate family member occurs, the Board authorizes the Superintendent to establish regulations to guide personnel in staffing decisions.

C. POSITION

1. The Board of Education permits the employment of qualified relatives of employees as long as such employment does not create an actual conflict of interest or the appearance of a conflict of interest. Such individuals may be placed in positions that are not responsible through a direct chain of supervision to another employee who is an immediate family member (spouse, parent, child, sibling, grandparent, grandchild, aunt, uncle, niece or nephew, and all corresponding in-law and step relationships) or any other non-relative living in an employee's household. Any exception to this policy can only occur after review by the Director of Human Resources and approval by the Superintendent, except in the case of the employment of a relative of the Superintendent which can only be approved by the Board of Education.
2. Immediate family members may be employed in the same school or department provided the assignment is in compliance with the conditions stated previously, with the approval of the principal/supervisor, and following the approval of the Director of Human Resources.

D. IMPLEMENTATION

The Board authorizes the Superintendent to establish a regulation to implement this policy.

Policy History: Adopted 2/6/08.

Note previous policy history: Replaces Policy 800.05 adopted 11/3/71, revised 11/7/90.